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RESULTS OF NEW WAGE SURVEY FOR WEST VIRGINIA

Straight time wage workers in the State of West Virginia averaged \$12.58 per hour during May 1997 according to the U.S. Department of Labor's Bureau of Labor Statistics. Alan M. Paisner, the Bureau's regional commissioner, said that these data are among the first results of the National Compensation Survey (NCS). White-collar workers had an average wage level of \$14.14 per hour and accounted for 52 percent of those surveyed. Blue-collar workers averaged \$12.52 per hour and represented 31 percent of the workers, while service workers had average earnings of \$7.93 per hour and made up the remaining 18 percent. (All comparisons in this analysis cover straight-time hourly rates for both full- and part-time workers, unless otherwise noted.)

The new National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments with 50 or more employees in private industry and state and local governments, while excluding private household and farm workers, as well as employees of the federal government. The Statewide West Virginia survey covered 134 firms representing 362,102 workers. Nearly three-fourths of those within scope of the survey worked in private industry. The NCS provides broader coverage of occupations and establishments within the survey area than did previous salary studies and will eventually integrate three separate surveys of wages and benefits into a single, comprehensive compensation program.

Within each of these occupational groups, average hourly wages for individual occupations varied. For example, white-collar occupations included registered nurses at \$15.53 per hour, secretaries at \$11.68, and bookkeepers, accounting and auditing clerks at \$10.95. Among occupations in the service category, nursing aides, orderlies and attendants averaged \$6.42 per hour. Table A-1 presents earnings data for selected occupations, all workers, all industries; data for other detailed occupations surveyed could not be reported separately due to concerns about confidentiality of survey respondents and the reliability of the data.

Private industry workers in the State of West Virginia earned \$12.04 per hour, while State and local government workers averaged \$14.14. Table A-2 reports that the average hourly rate for white-collar occupations was \$12.90 in private industry and \$16.86 in State and local government. Blue-collar occupations showed an average hourly rate of \$12.75 in private industry and \$10.09 in State and local government. Service occupations within private industry averaged \$6.70 per hour while those found in State and local governments averaged \$9.62.

Complete survey results are contained in the *National Compensation Survey, Wages and Salaries, West Virginia, May 1997*, (Bulletin number 3090-21). Copies of the survey tables are available on the Bureau's Internet site at: <http://stats.bls.gov/comhome.htm>. Contact the Philadelphia Regional Office at 215-597-3282 should you need personal assistance or more information. Printed copies of the Bulletin may be purchased for \$3.50 through the BLS Sales Office in Chicago by writing to: U.S. Department of Labor, Bureau of Labor Statistics, Publications Sales Center, PO Box 2145, Chicago, IL 60690. Telephone purchase orders using a major credit card may be placed to the Chicago Sales Center between the hours of 8:00 a.m. and 3:00 p.m. CDT (312-353-1880).

[Technical note]

For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For all industries in this survey, the establishment was usually at a single physical location.

The list of establishments from which the survey sample was selected (the sampling frame) was developed from state unemployment insurance reports for the State of West Virginia, reports from March 1996 were used for the private sector and June 1994 for the public sector. The sampling frame was reviewed prior to the survey, and, when necessary, missing establishments were added.

The sample design for this survey was a two-stage probability sample of detailed occupations. The first stage of sample selection was a probability-proportional-to-size sample of establishments. Use of this technique meant that the greater an establishment's employment, the greater was its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represented similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Identification of the occupations for which wage data were to be collected was a multi-step process. In the first step, the company jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment. As with the selection of establishments, the selection of a company job was based on probability proportional to its size in the establishment. The greater the number of people working in an occupation in the establishment, the greater its chance of selection.

The second step in occupational selection was to classify jobs based on the Census of Population system. This is a system of approximately 480 occupations; selected jobs were classified based on a description of the duties and responsibilities of the job. In the third step, selected occupations were characterized as full-time or part-time, union or nonunion, and time-based pay or incentive pay.

Table A-1. Hourly earnings¹ for selected occupations, all workers ², all industries, West Virginia, May, 1997

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$12.58	\$5.68	\$7.61	\$11.06	\$15.65	\$20.76
All occupations excluding sales	12.86	5.97	8.14	11.44	16.22	20.87
White-collar occupations	14.14	6.00	8.97	11.84	17.57	24.54
White-collar occupations excluding sales	15.10	7.92	10.13	13.26	18.92	24.99
Professional specialty and technical occupations	18.10	10.09	12.85	16.84	22.26	26.86
Professional specialty occupations	20.43	13.03	15.58	19.30	24.09	28.31
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related occupations	17.34	12.88	14.14	15.58	17.63	28.12
Registered nurses	15.53	12.88	14.13	15.58	16.45	18.27
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	21.70	16.90	19.30	21.64	24.32	26.52
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	—	—	—	—	—	—
Technical occupations	12.04	7.86	9.50	11.28	13.93	17.50
Licensed practical nurses	10.41	8.29	9.23	10.18	11.50	12.57
Executive, administrative, and managerial occupations ...	20.44	12.02	14.22	19.07	25.69	30.60
Executives, administrators, and managers	21.98	12.34	15.56	21.70	27.14	31.63
Administrators, education and related fields	25.18	—	—	—	—	—
Management related occupations	—	—	—	—	—	—
Sales occupations	—	—	—	—	—	—
Administrative support occupations, including clerical	10.51	6.70	8.53	10.13	11.66	14.95
Secretaries	11.68	8.08	9.50	10.82	12.99	15.63
Bookkeepers, accounting and auditing clerks	10.95	—	—	—	—	—
Blue-collar occupations	12.52	6.16	8.30	12.00	16.26	19.28
Precision production, craft, and repair occupations	14.66	7.65	10.34	14.60	18.46	20.30
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving occupations	11.49	6.40	8.10	10.73	13.66	18.75
Handlers, equipment cleaners, helpers, and laborers	9.36	5.00	6.31	8.67	10.99	15.38
Service occupations	7.93	5.00	5.50	6.93	9.27	12.81
Protective service occupations	—	—	—	—	—	—
Food service occupations	—	—	—	—	—	—
Food preparation occupations, N.E.C.	7.13	—	—	—	—	—
Health service occupations	6.62	5.10	5.35	6.24	7.40	8.72
Nursing aides, orderlies and attendants	6.42	5.00	5.30	6.12	7.16	8.49
Cleaning and building service occupations	—	—	—	—	—	—
Personal service occupations	7.09	5.25	6.00	6.50	8.02	9.21

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers.

Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table A-2. Hourly earnings¹ for selected occupations, all workers ², private and government industries, West Virginia, May, 1997

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$12.04	\$5.46	\$7.00	\$10.82	\$15.35	\$19.70	\$14.14	\$7.10	\$8.94	\$11.60	\$18.24	\$24.43
All occupations excluding sales	12.35	5.58	7.67	11.33	15.63	19.70	14.15	7.11	8.94	11.60	18.24	24.43
White-collar occupations	12.90	6.00	7.91	11.06	15.58	21.76	16.86	8.20	10.38	15.01	22.08	26.68
White-collar occupations excluding sales	14.01	7.73	10.01	12.39	16.00	22.41	16.88	8.22	10.39	15.04	22.10	26.68
Professional specialty and technical occupations	15.80	9.50	11.93	15.00	17.57	24.54	20.62	11.14	15.62	20.36	24.24	28.31
Professional specialty occupations	18.11	12.88	14.44	15.73	19.89	28.78	22.22	13.51	18.56	21.49	24.78	28.31
Engineers, architects, and surveyors	—	—	—	—	—	—	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—	—	—	—	—	—	—
Health related occupations	17.34	13.03	14.30	15.58	17.57	28.78	17.29	11.84	12.74	15.15	19.30	21.22
Registered nurses	15.46	13.00	14.27	15.58	16.22	17.63	16.03	—	—	—	—	—
Teachers, college and university	—	—	—	—	—	—	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—	21.70	16.90	19.30	21.64	24.32	26.52
Social scientists and urban planners	—	—	—	—	—	—	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	—	—	—	—	—	—	—	—	—	—	—	—
Technical occupations	12.34	7.85	9.51	11.50	14.28	18.40	11.14	—	—	—	—	—
Licensed practical nurses	10.42	—	—	—	—	—	—	—	—	—	—	—
Executive, administrative, and managerial occupations	21.16	12.02	14.43	20.36	26.00	31.63	—	—	—	—	—	—
Executives, administrators, and managers	22.96	14.22	17.33	22.41	27.81	32.54	—	—	—	—	—	—
Managers and administrators, N.E.C.	27.07	—	—	—	—	—	—	—	—	—	—	—
Management related occupations	—	—	—	—	—	—	—	—	—	—	—	—
Sales occupations	—	—	—	—	—	—	—	—	—	—	—	—
Administrative support occupations, including clerical	10.83	6.83	8.71	10.47	11.91	15.63	9.72	6.55	8.12	9.50	11.15	13.04
Secretaries	—	—	—	—	—	—	11.13	—	—	—	—	—
Blue-collar occupations	12.75	6.00	8.30	12.95	16.56	19.51	10.09	7.25	8.89	9.90	11.25	12.84
Precision production, craft, and repair occupations	14.92	7.50	10.88	14.60	18.46	20.30	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—	—	—	—	—	—	—
Transportation and material moving occupations	—	—	—	—	—	—	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.51	4.75	6.00	8.50	11.33	16.22	—	—	—	—	—	—
Service occupations	6.70	4.85	5.25	5.95	7.34	9.43	9.62	6.24	7.40	9.03	11.41	14.01
Protective service occupations	—	—	—	—	—	—	11.67	8.37	9.10	11.14	13.94	16.96
Food service occupations	—	—	—	—	—	—	8.60	—	—	—	—	—
Health service occupations	6.48	5.00	5.25	5.92	7.23	9.04	6.98	—	—	—	—	—
Nursing aides, orderlies and attendants	6.19	—	—	—	—	—	7.05	—	—	—	—	—
Cleaning and building service occupations	—	—	—	—	—	—	9.30	6.81	7.68	8.85	10.48	12.27
Janitors and cleaners	—	—	—	—	—	—	9.28	—	—	—	—	—
Personal service occupations	6.64	—	—	—	—	—	—	—	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. Employees are classified as

working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², West Virginia, May, 1997

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$12.81	\$6.00	\$7.99	\$11.23	\$16.00	\$20.87	—	—	—	—	—	—
All occupations excluding sales	13.08	6.25	8.37	11.55	16.39	20.89	—	—	—	—	—	—
White-collar occupations	14.26	6.00	9.16	12.03	17.73	24.54	—	—	—	—	—	—
White-collar occupations excluding sales	15.17	8.01	10.13	13.44	18.99	24.99	—	—	—	—	—	—
Professional specialty and technical occupations	18.24	10.18	13.03	17.11	22.38	26.68	—	—	—	—	—	—
Professional specialty occupations	20.50	13.24	15.58	19.30	24.13	28.31	—	—	—	—	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—	—	—	—	—	—	—
Health related occupations	17.10	12.88	14.13	15.58	17.57	25.48	\$19.44	—	—	—	—	—
Registered nurses	15.53	12.88	14.17	15.58	16.42	18.39	—	—	—	—	—	—
Teachers, college and university	—	—	—	—	—	—	—	—	—	—	—	—
Teachers, except college and university	21.84	17.39	19.30	21.82	24.34	26.60	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	—	—	—	—	—	—	—	—	—	—	—	—
Technical occupations	12.22	7.94	9.50	11.38	14.06	17.67	—	—	—	—	—	—
Licensed practical nurses	10.38	—	—	—	—	—	—	—	—	—	—	—
Executive, administrative, and managerial occupations	20.15	12.02	14.22	18.62	25.10	30.47	—	—	—	—	—	—
Executives, administrators, and managers	21.59	12.25	15.50	21.70	27.14	31.63	—	—	—	—	—	—
Administrators, education and related fields	25.17	—	—	—	—	—	—	—	—	—	—	—
Management related occupations	—	—	—	—	—	—	—	—	—	—	—	—
Sales occupations	—	—	—	—	—	—	—	—	—	—	—	—
Administrative support occupations, including clerical	10.64	7.00	8.71	10.21	11.76	14.95	—	—	—	—	—	—
Secretaries	11.76	8.11	9.72	10.82	12.99	17.80	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	10.97	—	—	—	—	—	—	—	—	—	—	—
Administrative support occupations, N.E.C.	10.48	—	—	—	—	—	—	—	—	—	—	—
Blue-collar occupations	12.63	6.31	8.30	12.34	16.30	19.28	—	—	—	—	—	—
Precision production, craft, and repair occupations	14.66	7.65	10.34	14.60	18.46	20.30	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—	—	—	—	—	—	—
Transportation and material moving occupations	11.50	6.40	8.12	10.73	13.94	18.75	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.61	5.67	7.00	9.01	11.06	15.82	—	—	—	—	—	—
Service occupations	8.30	5.00	5.76	7.50	9.73	13.02	5.63	\$4.75	\$5.00	\$5.30	\$6.26	\$7.57
Protective service occupations	—	—	—	—	—	—	—	—	—	—	—	—
Food service occupations	—	—	—	—	—	—	—	—	—	—	—	—
Health service occupations	6.87	5.25	5.75	6.60	7.70	9.01	—	—	—	—	—	—
Nursing aides, orderlies and attendants	6.65	5.17	5.68	6.52	7.39	8.72	—	—	—	—	—	—
Cleaning and building service occupations	—	—	—	—	—	—	—	—	—	—	—	—
Personal service occupations	7.39	—	—	—	—	—	—	—	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. Employees are classified as

working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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Table A-4. Weekly and annual earnings¹ and hours for selected white-collar occupations, full-time workers only², West Virginia, May, 1997

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
White-collar occupations	39.3	\$560	\$478	1,955	\$27,882	\$25,350
White-collar occupations excluding sales	39.5	599	533	1,947	29,525	27,729
Professional specialty and technical occupations	39.1	713	672	1,829	33,369	32,016
Professional specialty occupations	38.8	795	772	1,752	35,909	33,365
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related occupations	39.9	683	623	2,068	35,353	32,406
Registered nurses	40.0	621	623	2,066	32,090	32,406
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	38.1	832	824	1,535	33,524	33,285
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	—	—	—	—	—	—
Technical occupations	39.9	488	455	2,075	25,359	23,670
Licensed practical nurses	39.9	414	—	2,075	21,541	—
Executive, administrative, and managerial occupations ...	40.1	807	726	2,047	41,227	38,304
Executives, administrators, and managers	40.1	866	838	2,034	43,907	43,280
Administrators, education and related fields	39.0	982	—	1,831	46,089	—
Management related occupations	—	—	—	—	—	—
Sales occupations	—	—	—	—	—	—
Administrative support occupations, including clerical	39.6	422	405	2,040	21,701	21,070
Secretaries	39.6	466	433	2,024	23,810	22,506
Bookkeepers, accounting and auditing clerks	40.0	438	—	2,078	22,802	—
Administrative support occupations, N.E.C.	39.1	410	—	2,034	21,314	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The median designates position—one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week

is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."